

Mr. Straus Announces Free Health, Accident Plan

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...iously concerned over the loss of income which many of our employees have suffered in the past whenever sickness or accident has occurred to them away from work. As you know, the Workmen's Compensation laws of the State protect every employee in the event of an accident which occurs while he is on the job. While these laws are good as far as they go, our employees have never enjoyed the protection in the event of sickness or accident occurring to them while they are off the job.

"I realize that many of you are young, and that you have just begun to raise families after several years of service in the armed forces. I am particularly mindful of the difficulties which face our employees when they become sick or are the victims of an accident.

For these reasons, it has seemed fair to me that we should do something about helping you to solve these problems. Over a year ago I started to make studies of this important subject, and since that time have held conferences with many of the leading insurance companies in the nation. As a result, and after very careful consideration, we have made arrangements to secure an insurance policy from the Liberty Mutual Insurance Company which will protect all hourly employees of Ecusta, Campagne and Endless Belt by providing them with generous weekly payments for as long as 13 weeks in the event of sickness or accident occurring for any reason whatsoever away from the plant which prevents them from work-

The expense of this insurance will be paid for by the companies at no cost to you.

"When the insurance company has prepared all the necessary documents and papers, each one of you will receive a personal policy which will describe this insurance in full detail. In the meantime, I think you will be interested to know the broad outlines of our new plan.

"If you should become ill, or suffer an accident, you must immediately report this fact to a licensed doctor of your own choosing. If your sickness or accident keeps you away from work for less than 7 days, no insurance benefits will be paid. But if your sickness or accident keeps you away from work for more than 7 days, then starting on the 8th day you will become entitled to a weekly check equal to 60% of your earnings for a 40-hour week at your base rate of pay, plus Seniority Bonus, but not including shift differential, and the maximum payment not to exceed \$40.00 per week.

"Let me illustrate this with a simple case of John Smith who has an attack of pneumonia which keeps him away from work for three months. When John Smith is taken ill, he will call in a doctor and will ask this doctor to advise the company that he, Smith, is suffering from pneumonia. As soon as we receive this statement from the doctor, we will immediately notify the insurance company. Starting on the 8th day of his illness, John Smith will then be on the insurance company's books to receive disability benefits.

"Let us assume that Smith has been earning \$1.00 an hour. Starting with the second week of his illness, he will receive a disability benefit check equal to 60% of what he would have earned had he worked 40 hours at his rate as outlined above. In Smith's case,

he will get 60% of \$40.00, or \$24.00 a week, for as long as 13 weeks if it should take him that length of time to get well.

"In summary," Mr. Straus added, "we feel that this plan will be a great help in dealing with the hazards of sickness and accidents which confront you. This is particularly true when you consider that, in addition to the new sickness and accident payments, you continue to enjoy the protections of the Hospital and Surgical Insurance which we put into effect sometime ago.

"I think we may be happy," said Mr. Straus "in the knowledge that no employee need any longer fear the unusual expense of sickness or accident. You are protected whether you are hurt or become ill at anytime on the job or at home.

"This newest plan of ours," continued this message from Mr. Straus, "rounds out one phase of our employee benefit program which has been very close to my heart. As we here continue to grow, it is my intention that your job and security and the well-being of you and your family should grow also. The great progress we have made in the past seven years has been made possible by your cooperation and loyalty, and I see no reason why we should not continue to grow together in the future with your assistance and support. We shall continue to study your problems and make them our own.

"In addition to our new insurance plan, I am happy that we are again able to present you with a Christmas check on the same basis as last year. You will receive your check from your superintendent or foreman as you leave this room.

"From the bottom of my heart, I wish everyone of you a Merry Christmas and a Happy New Year."

Parties Are Given

The annual Christmas parties are being held this week in the cafeteria for employees of all three of our companies. A program of beautiful Christmas carols by the Ecusta Girls Chorus is being featured at each party.

The carols, sung by the chorus, include "O Little Town of Bethlehem", "The First Noel", "Joy To The World", "O Holy Night", "Oh, Come All Ye Faithful" and "Silent Night, Holy Night."

The chorus hummed the strains of "Silent Night, Holy Night" while Mr. Word gave the Companies Christmas message after which the entire audience stood and sang one verse.

Five Parties Scheduled

A total of five employee parties are being given in accordance with the following schedule: Thursday at midnight, Friday morning at 8:00 o'clock; 4 o'clock and 4:30 o'clock Friday afternoon and the last one at midnight Friday.

Christmas Checks Presented

At the conclusion of each program, the Company Christmas checks are being distributed to employees by the various department heads. Santa Claus is here again this year and with him are several lovely young ladies dressed in traditional red costumes assisting him. Several Brevard Ministers took part in the programs and gave a short Christmas prayer at the beginning of each one. They were: Rev. W. G. MacFarland, Rev. Harry Perry, Rev. Ashby Johnson, Rev. B. W. Thomson, and Rev. W. C. Walker.

*Bohler
v. e.
m. Clark*



WE WILL GIVE A

\$25 Bond FREE

To The FIRST ECUSTA BABY

Born in 1947

RULES OF CONTEST

1. Father or mother must be a regular employee of our companies working in the plant here.
2. All entries must be submitted on or before January 15th., at the office of the Echo.
3. A Doctor's certificate or the name of the attending physician must accompany each entry, with name of

- parents, day and hour of birth, baby's name and weight.
4. Winner will be announced in the January issue of the Echo.

Ecusta Paper Corporation

HARRY H. STRAUS, President